

**The School District of Osceola County  
Salaries and Benefits Package  
for the **2024-25** School Year**

**between the  
School Board of Osceola County, Florida, (OCSB)  
and the  
Osceola County Education Association (OCEA),**

**for**

***Education Staff Professionals (ESP)  
Professional Support Staff Employees***



**Date of Original Proposal:**  
**Date of Revised Proposal:**  
**Date of Tentative Agreement:**  
**Contract Expiration Date:**

**April 25, 2024**

Click or tap to enter a date.

**April 25, 2024**

**June 30, 2025**

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**Osceola County School Board Salary and Benefits Negotiations Proposal for the  
2024-25 School Year for the Education Staff Professionals (ESP)  
Professional Support Staff Employees Bargaining Unit**

Recognizing the need to reward employees for their hard work despite limited resources during unprecedented circumstances, the School Board commits to provide Osceola County Education Staff Professionals (ESP) Professional Support Staff Employees Bargaining Unit employees the following firm offer of enumerated incentives that are contingent upon each other as a single package.

**1. 2024-25 School Year Salary Negotiations**

- **Cost of Living Adjustment (COLA) equal to 4% of each individual currently employed Education Staff Professionals (ESP) employee's minimum base salary within our existing salary schedule;**

**2. Supplement for ESE Paraprofessionals**

- Appendix E of our Contract shall be amended to include a supplement equal to \$750 for ESE Paraprofessionals.
- This supplement shall be:
  - eligible for inclusion within calculations of the individual employee's Florida Retirement System (FRS) retirement benefits;
  - an ongoing commitment to the compensation of eligible individual employees who continue to work for the School District without a break in service; and
  - in compliance with Section 121.021, Florida Statutes;

**3. No design changes to our School District's major medical Health Insurance Plan;**

**4. Flexible Spending Account Match** where the School Board shall match the employee's FSA savings of \$750 or more with a contribution of \$250 in order to assist the employee toward the employee's deductible;

**5. Continued commitment to our School District's *Center for Employee Health*; and**

**6. Memoranda of Understanding and contract language upon which both parties have reached tentative agreement since the ratification of our current *Instructional Employees' Contract* on September 5, 2023:**

- **2024-25 Memoranda of Understanding**
  - *2023-24 MOU re Early Learning CRRSA Grant Impact*
- **2024-25 Contract Language**
  - *N/A*

The above enumerated items shall be contingent upon the agreement of both parties to the following revisions to existing contract language listed below:

- Article II. Miscellaneous Provisions, Section D. Savings Clause

If any portion of this Agreement is ~~held to be rendered or declared~~ illegal, ~~legally or~~ invalid, ~~or unenforceable~~ by ~~reason of any existing or subsequently enacted state or federal legislation, or by any decree or decision of~~ a court of competent jurisdiction, or ~~by the decision of any authorized governmental agency the Florida Public Employees Relations Commission (PERC), then that said provisions~~ shall be ~~automatically void and deleted removed~~ from this Agreement to the extent that it violates the law. ~~The remaining provisions, but all other articles and sections~~ of this Agreement shall remain in full force and effect for the duration of this Agreement ~~to the extent they may be implemented without the deleted items if not affected by the deleted provision.~~ ~~By mutual agreement, the deleted provisions as well as any other provision so affected by the deletion shall be renegotiated within thirty (30) days or the parties may mutually agree to deal with the matter in subsequent negotiations.~~

- Article VI: Negotiations, Section D. Publication of the Contract

~~Within 45 days of ratification of this agreement and approval of the final draft of the document by the Association, the Board, at its expense, shall print annually fifty (50) copies of this Agreement for the Association for their distribution. The contract or any amendment shall be available online within fourteen (14) days of ratification and approval of the final draft of the document by the Association. Additional copies shall be made available at the then current printing cost.~~

~~Within fourteen (14) days of the date of tentative agreement by both parties upon salaries, benefits, and revisions to contract language for the school year to which the tentative agreement applies, the Board shall prepare and post the ratification packet on the School District's public website.~~

~~Within sixty (60) days of ratification of the tentative agreement and signatures by both parties, the Board shall prepare and post the final draft of the contract, including the salaries, benefits, and revisions to contract language that both parties ratified, on the School District's public website.~~

- Appendix E: Education Staff Professionals (ESP) Supplements

<u>Type</u>	<u>Amount</u>
<del>• Paraprofessional (Juvenile Detention Center)</del>	<del>\$ 592.00</del>
<del>• Paraprofessional (Exceptional Student Education)</del>	<del>\$ 750.00</del>

All calculations and payments of the items within this tentative agreement for eligible Education Staff Professionals (ESP) bargaining unit employees shall be paid no earlier and no later than two (2) pay periods after the date of ratification of this tentative agreement by both parties and shall be retroactive to July 01, 2024.

Pursuant to *Article XVIII: Term of Contract* of our collective bargaining agreement, both parties continue to agree that Contract Articles, specific paragraphs, or new issues may be opened, bargained, ratified, and implemented throughout the fiscal year.

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**2024-25 LABOR CONTRACT, SALARY AND FRINGES ACCEPTED BY  
THE SCHOOL BOARD AND THE OSCEOLA COUNTY EDUCATION ASSOCIATION,  
EDUCATION STAFF PROFESSIONALS EMPLOYEES**

Accepted by the  
School Board of Osceola County, Florida

Accepted by the  
Osceola County Education Association

\_\_\_\_\_  
Heather Kahoun,  
Chairperson of the Board

\_\_\_\_\_  
Janet Moody,  
President of the Association

\_\_\_\_\_  
Dr. Mark Shanoff,  
Superintendent

\_\_\_\_\_  
John Boyd,  
Chief Negotiator for the School Board

\_\_\_\_\_  
LaShanna Ward,  
Chief Negotiator of the Association

\_\_\_\_\_  
Witnesses as to the School Board

\_\_\_\_\_  
Witnesses as to the Association

**Tentative Agreement by Education Staff Professionals Employees  
Bargaining Leadership Team (BLT):** **April 25, 2024**

**Ratified by Osceola County Education Association (OCEA):** Click or tap to enter a date.

**Ratified by Osceola County School Board (OCSB):** Click or tap to enter a date.

**Term of Contract Expiration Date:** **June 30, 2025**